



RHODE ISLAND DEPARTMENT OF PUBLIC SAFETY

Municipal Police Training Academy

Community College of Rhode Island — Flanagan Campus

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Colonel James M. Manni
Superintendent, Rhode Island State Police
Director, Department of Public Safety

Lieutenant Christopher J. Zarrella
Executive Director
Municipal Police Training Academy

Police Officers Commission on Standards & Training

February 24, 2022

Cranston Police Department

1. Welcome and Roll Call

Chief Mello called to order the regular meeting of the Police Officers Commission on Standards & Training (POST) at 10:00 a.m. on **February 24, 2022**.

Chief Mello took a roll call. The following POST members were present at the zoom meeting: Chief Mello, Mr. Shawn Brown. Colonel Winquist and Maria Deaton. A quorum has been met. Absent is Colonel Hugh Clements. Also present were Lieutenant Christopher Zarrella, Donna Lavallee, Kate Sabatoni, Adam Sholes, Chief Syd Wordell. Paul Dutra, Chief Joseph Ottaviano and Captain Michael Chalek. Also present were Dr. Madonna and Cara of Chandler Psychological Services.

2. Review and approval of the minutes from November 18, 2021 and January 13, 2022:

Mr. Brown made a motion to approve the minutes of the November 18, 2021 meeting; Maria Deaton seconded the motion, with all in favor, 4-0, motion carries.

Mr. Brown made a motion to approve the minutes of the January 13, 2022 Special Meeting; Colonel Winquist seconded the motion, with all in favor, 4-0, motion carries.

3. Review of Later application:

Chief Mello stated that a Lateral application was received by Chief Ottaviano, RI Airport Corporation for Linda Bachand-Jackson, from Pawtucket PD to RI Airport Corporation. The packet is complete with the exception of the Psychological Report. Chief Ottaviano added that the Psychological Exam was taken Tuesday and he will forward the results as soon as received.

Colonel Winquist made a motion to approve the Lateral Certification of Linda Bachand-Jackson to the RI Airport Corporation, contingent upon a favorable Psychological Report; Mr. Brown seconded the motion. With all in favor, 4-0, motion carries.

4. Discussion regarding the Job Task Analysis

Chief Mello explained that the last Job Task Analysis was conducted in 2009. This is a device that is used to devise and approve the curriculum for the Academy. Lieutenant Zarrella added that he has spoken with Val Lubans, who conducted the last J.T.A. and who comes highly recommended. The cost would be approximately \$40,000-\$45,000. Mr. Brown asked if we are required to go out to bid and that would be something to look into. Chief Mello suggested that the POST start to pursue this as it is overdue. Mr. Brown made a motion to send a formal request to Colonel Manni as the

Superintendent of the State Police and Department of Public Safety to pursue a refresher Job Task Analysis; Colonel Winkvist seconded the motion. With all in favor, 4-0, motion carries.

5. Discussion regarding Vaccine mandates

Chief Mello stated that this discussion came up at the beginning of this recruit class as the new variant was spiking. Mr. Scholes stated that this is a complicated issue. The RISP is requiring recruits to be vaccinated but it is more complicated here because we have individual agencies that sponsor the recruits, unlike the State Police. Chief Mello asked if the POST has the authority to mandate this condition? Mr. Scholes responded that it falls within the authority of the physical requirements of the Academy and he would argue that. Lieutenant Zarrella added that the cases are on the down slope now; however, when comparing unvaccinated recruits to the vaccinated recruits, the recovery time is much quicker with the vaxed. They are able to re-participate much quicker (4-5 days more than the unvaccinated). Chief Mello added that the recruits who have been out with COVID have been granted an administrative excuse so not to use their limited sick time and this should factor into the mandate. Colonel Winkvist added that he feels a mandate should be required given the close containment and the departments give the Conditional Offer of Employment and should add the mandate to that. Mr. Brown added that there is a loss of continuity of training when they are out and that is an issue. It makes sense to have a policy in place to mandate this, given there are two classes per year. Lieutenant Zarrella added that the majority of the vaccinated recruits had no symptoms compared to those who were not vaccinated. He has been granting everyone 5 days because of the quarantine time. There are about 6 recruits in this class unvaccinated. Maria Deaton stated she agrees 100% that a mandate should be required.

Colonel Winkvist made a motion that effective with the July Recruit class, and going forward until further notice, there will be a COVID Vaccination and booster requirement; Mr. Brown seconded the motion. With all in favor, 4-0, motion carries.

6. Discussion regarding Physical Agility Testing Standards

Chief Mello explained that there are Cooper-Certified instructors within the departments; however, Cooper no longer exists and out of an abundance of caution, the current standard is the standard we will adopt, which was previously referred to as the Cooper Standards.

Lieutenant Zarrella added that there is another option which is what the military uses. The exercises are more functional; however, the final testing is not ready yet. (Supposed to be ready in April but may be pushed back a little). Chief Mello asked if it would be a good opportunity for the next recruit class. Perhaps run it through the next class and evaluate from there. Lieutenant Zarrella agreed that it could be done as everything is down at Fogarty that they would need. Chief Mello suggested to leave everything status quo until the July Academy.

Chief Wordell added that they should keep in mind that many departments are working with companies who we accept for the Physical Fitness Assessments.

7. Discussion regarding statewide pre-employment testing-written and physical agility process

Chief Mello stated that he has been an opponent of the "Fit to Serve" with former Lt. Barry's company as it creates a great recruitment tool for the departments. He feels this should extend to the written exam as well. If there is a way to get a number of recruit candidates over a period of time to take the written and physical exams, the Chiefs can concentrate on orals, psychological exams, etc. He has spoken with Adam Scholes to see if the POST has the authority to replace the current testing process. Mr. Scholes replied that he did some research and the concern is that the POST, by statute, can set standards; however, this all pertains to pre-Academy and may be more practical for the Rhode Island Police Chiefs Association to vet and approach. Chief Wordell added that at the end of the day, the agency isn't even required to have a written examination. He will put it out to other across the country

and see their processes. He feels the bigger picture is where the POST and DPS line up as far as setting standards and policies.

8. Discussion regarding an amendment to the EVOC training curriculum

Lieutenant Zarrella explained that the Lead EVOC Instructor, Officer Rob Brown, has brought to his attention that an operational adjustment should be made with in the curriculum bringing the speed from 55 to 65 mph. Most agencies now use the new Ford Explorer which performs incredibly well and the recruits are not being challenged. In order to test their abilities, the speed needs to be increased to 65 mph. Mr. Brown asked how many accidents have occurred at EVOC and the Lieutenant replied none. It is a very controlled environment and only one car is on the track at a time.

Mr. Brown made a motion to amend the curriculum with the adjusted speed of 65 mph; Colonel Winquist second the motion. With all in favor, 4-0, motion carries.

9. Introduction of Dr. Madonna of Chandler Psychological Services

Lieutenant Zarrella began the discussion by explaining there has been a desire to try to create additional opportunities for psychological testing. The Chandler Services have come highly recommended. He then introduced Dr. Madonna and the operational manager, Cara. Dr. Madonna started with a history of the company which has been in business for 34 years. They currently service about 70 Police Departments in Massachusetts, along with the Dept of Corrections and a number of campus police. They also do Fit for Duty Assessments. He and Cara gave a very detailed presentation and answered any questions of the POST members.

Chief Mello stated he in possession of the application and the license letters, etc. He asked Dr. Madonna in terms of requirements, what is needed to get an applicant started. Dr. Madonna stated they have an 8-9 page background questionnaire that is self-reporting. Chief Wordell asked could a department then release the psychological report to another department and they said yes. Chief Mello asked if they rely on IACP principles and Dr. Madonna replied that they are a member of the IACP and his psychologists are separate members of the Psychological section of the IACP. Chief Mello added that the protocol now is the test belong to the PD's now. Dr. Madonna stated it is the same with them; however, you can share them among departments with a release. They are good for one year. The fee for a recruit would be \$425. Colonel Winquist if a recruit fails, can he disclose the findings with that person and he answered you can handle it any way you wish. Colonel Winquist asked about the turn around time and Cara replied usually within 10 days. If there is a number of them needed at once, they are happy to come out to administer. Chief Wordell asked if they test other First Responders and do they use the Bubble Test? Dr. Madonna answered they test Fire, Rescue, DPW workers, etc. and use the Bubble test; however, each job has its own functions so the psychologists know and there are different questionnaires. Lieutenant Zarrella added that they have been very forthcoming.

Chief Mello stated he has their application and the Agenda was "Discussion" and must specify a vote to approve. He will verify the licensing and check to be sure there are no complaints against the three Rhode Island doctor's licenses and this will be put on the March POST agenda for approval.

10. Certification/Re-Certification of Academy Instructors

Lieutenant Craig Allison, Pawtucket PD – Firearms Instructor
Officer Scott Slack, E. Providence PD – Firearms Instructor
Corporal Candace Pacheco, E. Providence PD – Firearms Instructor
Dr. Matthew LoConte – DUI/Breathanalysis

Colonel Winquist made a motion to approve all above instructors; Mr. Brown seconded the motion. With all in favor, 4-0, motion carries.

11. Approval of the Newport Police Department for re-certification of its S.R.T. team

A review of Newport's S.R.T. Team was done by the Rhode Island Tactical Officer's Association and they recommend approval.

Colonel Winqvist made a motion to approve the team's re-certification; Mr. Brown seconded the motion. With all in favor, 4-0, motion carries.

12. Approval of the East. Providence PD re-certification of its S.R.T. team

A review of East Providence's S.R.T. Team was done by the Rhode Island Tactical Officer's Association and they recommend approval.

Colonel Winqvist made a motion to approve the team's re-certification; Mr. Brown seconded the motion. With all in favor, 4-0, motion carries.

13. Approval of Firearms Qualification Courses

- **Airport Police Department**
- **Cumberland Police Department**
- **East Providence Police Department**
- **Smithfield Police Department**
- **West Warwick Police Department**

Chief Mello stated that all courses were approved by the Firearms staff. Colonel made a motion to approve all of the above Firearms courses; Mr. Brown seconded the motion. With all in favor, 4-0, motion carries.

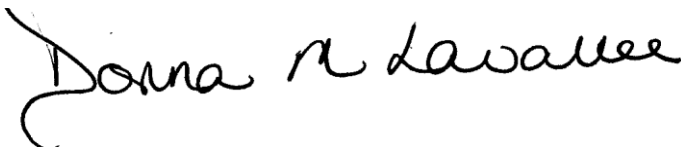
14. Update on current Class 2022-I

Lieutenant Zarrella stated that the current class is doing well and on schedule where they should be.

15. Adjournment

Colonel Winqvist made a motion to adjourn the meeting at 11:45 am; Mr. Brown seconded the motion. With all in favor, 4-0, motion carries.

Respectfully submitted,



Donna M. Lavalley
Administrative Assistant